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ABSTRACT

Questionnaires sent to every institution of higher education in Illinois examined the status of women. Responses from 93 institutions indicated the position of women in Illinois institutions of higher education was deteriorating at an ever-increasing rate. The pattern of employment places most men in three professional ranks and over half in the top two tenured ranks alone, while less than one quarter of the women are in tenured ranks. The survey also showed a considered difference between the patterns of employment for single and for married women. Over one-third of the single women but less than one-sixth of the married women are in the tenured ranks. In most of the Illinois institutions the proportion of women either remained the same or dropped from 1970-71 to 1971-1972. Although women are held to the lower ranks and serve longer within each rank, they are paid less at every rank. Appendices include related material, the survey instrument, and a status report of civil service women at Northern Illinois University. (MJM)

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ILLINOIS COMMISSION ON THE STATUS OF WOMEN

The Honorable Esther Saperstein, Chairperson

PRELIMINARY REPORT OF THE EDUCATION COMMITTEE

Elizabeth A. Kaspar, Chairperson

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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Submitted to the Commission

March 30, 1973

In the Spring of 1972 reports to the Education Committee of the Illinois Commission on the Status of Women from campuses throughout the state seemed to indicate that the position of women in Illinois institutions of higher education was deteriorating at an ever-increasing rate. The reports indicated, among other things, that in the newly established universities and junior colleges the same patterns of discrimination were appearing as have been the practice in the established institutions. In addition, at universities where women had been kept in the lower ranks and out of the tenure track by discrimination and nepotism rules of the past, the budget cuts had decimated women, especially at the major universities, where the budget cuts were most severe.

In spite of the support to be expected from the federal Equal Employment Opportunity Act (EEOA) and the Illinois Fair Employment Practices Act (FEPA), which had just been extended to cover women in higher education, and despite the appointment of affirmative action officers in the state universities, the number of reports demanded investigation.

The Education Committee sent a questionnaire to every institution of higher education in Illinois--public and private colleges, junior colleges, professional colleges, etc. -- and 93 replied.

The results of the survey substantiated these charges and more. It showed that the pattern of employment places most men in the three professional ranks, and over half in the top two tenured ranks alone,

while less than one quarter of the women are in the tenured ranks. This is clearly demonstrated in Figure 1, Full time Faculties at State Universities, in the appendix. The survey also showed a considerable difference between the patterns of employment for single and for married women. Over one-third of the single women but less than one-sixth of the married women are in the tenured ranks as illustrated by Figure 2, Relative Positions of Single and Married Women in State Universities, in the appendix.

In the state universities of Illinois, women constitute 20% of the total teaching faculties which is equal to the national average of 20.6 in 1972.[1] In most of the Illinois institutions the proportion of women either remained the same or dropped from 1970-71 to 1971-72. And in the summer of 1972, in the teaching ranks of Instructor to Professor, women constituted 31% of persons fired, but only 21% of the persons hired. Although women are held to the lower ranks and serve longer within each rank, they are paid less at every rank, often at least $1,000 less. Table 4, Median Salary Differentials Between Men and Women Faculty of $1,000 per Year or More, lists institutions in which this holds true.

Most schools have no grievance procedures to cover sex discrimination complaints, and the firings of women in the institutions which do are among the heaviest in the state. Nepotism rules are still in force at many schools as shown in Table 3, Institutions in Illinois with Anti-nepotism Rules. The statistics would seem to indicate that the policy exists much more widely than is admitted.

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[1] Robert Jacobson, "Faculty Women Earning 17% Less Than Men," Chronicle of Higher Education, Vol. VII, No. 23, March 12, 1973, p. 1.

The extreme nature of this information indicated that a large number of institutions in Illinois were not in compliance with the HEW Guidelines, FEPA, EEOA or the federal Equal Pay Act. (At Prairie State, the median salary for women is $6,100 less than that for men; in the Lecturer rank at Southern at Carbondale, women make less than half as much as men.) Although the HEW Higher Education Guidelines[2] direct universities to remedy the situations of women who have been discriminated against in the past, including women who have had to accept part-time employment or waiver of tenure, or are in non-tenure ranks because of the nepotism rules, some universities appear to have chosen the"remedy" of releasing them, rather than promoting them.

The data indicated such a strong pattern of discrimination that the Education Committee concluded that it was imperative that a hearing be conducted to ascertain whether or not the universities were beginning to comply with the laws and executive order since the survey was made. The hearing was held on March 2, 1973, in Springfield and chaired by the Honorable Esther Saperstein, Chairperson of the Illinois Commission on the Status of Women and Illinois Senator, 11th District. The state university presidents and their representatives, as well as other interested persons -- faculty women, civil service staff, and students-- were invited to testify. The presidents were asked to present written reports and to speak to the following nine points:

1. Present Proportion of Females to Males at Each Rank as Compared with 1971-72.

2. Funds Provided for the Creation of Salary Equity Between Males and Females.

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[2] Higher Education Guidelines Executive Order 11246, U.S. Dept. of Health, Education and Welfare, Office of the Secretary, Office for Civil Rights, 1972.

3. Present Salary Differentials Within Rank for Males and Females.

4. Introduction of Recruitment Procedures Designed to Insure the Consideration of Qualified Women.

5. Establishment of Grievance Procedures for Cases of Alleged Sex Discrimination.

6. Re-examination of Tenure Procedure for Eligible Female Faculty.

7. Elimination of Nepotism Rules.

8. Adjustments in Titles and Salaries of Civil Service Positions Commensurate with Duties and Responsibilities.

9. Equalization of Educational Requirements for Scholarship Monies and Fellowship Monies for Males and Females.

On these nine points, the hearing data gave little reason for complacency. The task of remedying the inequities in hiring, firing, tenure, promotion, and salary is entrusted to the very people who brought about the present inequities. It is not surprising, therefore to discover that the inequities remain, and the situation of women continues to worsen.

1. At the major universities, the PROPORTIONS OF FEMALES TO MALES in the faculty remained the same or declined. The proportion of women to men at the University of Illinois Champaign-Urbana is the same as it was 20 years ago, and the precipitous decline in the number of women at Illinois State University has reached critical proportions.

2. Although some universities have set aside FUNDS TO ADJUST SALARY INEQUITIES, a large proportion has gone to adjust inequities between men. The general feeling seemed to be that one takes care of inequities with "spare" money, after the usual raises are allotted in the usual way. Since the adjustment of inequities is left up to the very people who created them, adjustments can be expected to be nominal, and the inequities can be expected to reappear in a year or two.

3. There seems to be no improvement in the SALARY DIFFERENTIALS WITHIN RANKS FOR MALES AND FEMALES. Some of the differentials in Table 4, Median Salary Differentials Between Men and Women Faculty of $1,000 per Year or More, represent the situation after a round of "equalization." Chancellor Peltason, of the University of Illinois-Champaign-Urbana, pointed out that most women are clustered in a few departments, such as Home Economics and the library and that these are traditionally low paying departments, He showed that the differentials were smaller in the departments with the most women. But since these are departments where women are given tenure, less discrimination in the salary scale can be expected. Not shown were the glaring differentials that would exist if those departments which are traditionally considered to be women's strongholds were omitted from consideration here. In the ten units which Chancellor Peltason listed in his report to the Education Committee as having the highest proportion of women faculty, men are paid less than the university average for men while women are paid ~~less~~ more than the university average for ~~men~~ women. While women are paid more than the university average for women in their ten units most of the men still receive larger salaries than do the women. Since the average for women in low-paying fields is less than the average for men in low paying fields, it is clear that women's salaries are lower than the men's even in the fields in which women appear in larger numbers. Hence the small proportion of women in high paying fields does not explain the salary differential.

4. Most presidents assured the Committee of their "commitment" to the RECRUITMENT OF WOMEN AND BLACKS. The statistics reply that

this "commitment" is ineffectual. These statistics are enumerated in Table 2, Terminations and Full Time Hiring Compared with Full Time Teaching Faculty in the Ranks Instructor-Professor.

5. GRIEVANCE PROCEDURES at most universities are also in the hands of the administrators who have discriminated against women. The situation at Southern Illinois University-Carbondale shows what must happen if women have no real hope of justice within the university. Many individual complaints have been filed by women faculty with government agencies. Once case, in particular, has been under adjudication for two years and is not yet settled. In no case are the realities of discrimination, the harassment, the unequal job assignments which constitute a "women's track," and the vague and often unwritten criteria for promotion taken into consideration in the set-up of the grievance procedures.

6. The presidents felt that since TENURE PROCEDURES are the same for men and for women, there was no problem here. Yet if anything is is clear from the survey and the hearings, it is that tenure is often the crux of the problem. Women, and especially married women, are seldom advanced to tenure except in "women's" departments. Hence, when cuts are made, it is most frequently women who are immediately vulnerable.

7. NEPOTISM RULES, according to the state university presidents, no longer exist. An examination of employment patterns, however, shows that not only is there variation in policy between universities but even greater variation from department to department within institutions. Apparently many departments follow unwritten nepotism policies. A number of private and community colleges still have written nepotism

rules even though these are in violation of the HEW guidelines. A list of those institutions with nepotism policies can be found in Table 3, Institutions in Illinois with Nepotism Rules.

8. The CIVIL SERVICE CLASSIFICATIONS are a serious problem. There are separate classifications for men and women who do the same work, men receiving higher salaries. The change from one class to another involves loss of seniority, which most women cannot afford, especially in a time of cutbacks. Thus, promotion from lower class into managerial class is too hazardous for most people, although promotion from administrative clerk to administrative assistant, or foreman to "boss" would seem to be logical. Women and blacks are frequently locked into the lower classes by this sytem. Further investigation into the entire Illinois State Civil Service System is clearly needed.

9. The problem of discrimination in SCHOLARSHIPS AND FELLOWSHIPS does not appear to be widespread, at least from the evidence presented.

Women are under-represented in administrative positions throughout higher education, and, in addition, the highest posts to which they are usually assigned have the prefixes of assistant or associate--assistant dean, associate director, etc. The majority of women listed as administrators are at the level of executive assistant or administrative aide, the lowest rungs of the administrative ladder. Table 5, Percentages of Women Holding Administrative Positions in Private and Public Colleges and Universities in Illinois, indicates the proportion of women in administration in selected Illinois institutions.

The problem created by the patterns of employment in higher education for men and women is becoming acute. The proportion of the faculty which is tenured is increasing. In the last two years, the total faculty at Illinois State University has decreased by 51, but the tenured faculty has increased by 55, and a similar pattern is emerging everywhere. The universities are approaching tenure saturation, at which point additional promotions to tenure will be available only when someone leaves for whatever reason.

Since job mobility is minimal in today's job market, and since most of the people now in the tenured ranks are in their thirties or forties, vacancies for tenure will be few. As the proportion of tenured faculty increases, the proportion of the faculty from which cuts can be made decreases and the cuts become deeper. At the point of tenure saturation, the current pattern of employment for women will be permanent. Since those who are not given tenure must quit after six years, women are often considered temporary employees. Because women are represented disproportionately in that part of the faculty which can be let go, they are removed disproportionately--usually at an even higher rate than their proportion in the untenured ranks. This pattern is evident in (Table 2, Terminations and Full Time Hiring Compared with Full Time Teaching Faculty in the Ranks of Instructor-Professor) at Illinois State University, Northern Illinois University, Southern Illinois University-Carbondale, and the University of Illinois

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The figures for total faculties are taken from Tables 1 and 2. The situation of women in the private colleges and universities is generally worse, the situation of women in the junior colleges is better.

Champaign-Urbana. But the shift toward tenure saturation indicates that this pattern will get worse, not better, unless corrective measures are taken very soon.

Women constitute 20% of the public university faculties in the state, 21% of hiring, 31% of the firing. This high turnover rate again reflects the pattern by which their employment becomes temporary. Although the proportion of women in the tenured ranks (less than 11%) is small, the proportion of women hired in the tenured ranks is smaller yet, less than 7%. The hiring thus continues and even increases the pattern by which women are discriminated against.

The situation of married women, which seems to indicate that the nepotism policy remains even where the written rule is gone, deserves special mention. Although married women are only 8 1/2% of the faculties, they were over 19% of the people let go. This state of affairs is not surprising since married women constitute only 2 1/2% of the tenured faculties and no married women were hired in the tenured ranks. Thus the affirmative action hiring, mandated by HEW, appears most frequently to be a process by which a few women come in the front door while a disproportionately greater number file out the back.

Two reasons have been advanced for the fact that married women are being let go at almost four times the rate of men throughout the state: First, that in budget crisis, many administrators feel that all jobs should go to "breadwinners," and; second, that married women are less able to avail themselves of any legal recourse for fear of reprisals against their husbands as well as against themselves.

Although few administrators seemed to think it necessary to reconsider their tenure procedures and felt that the problem lay

elsewhere, this is where the main problem usually lies. At Illinois State University in the past two years, the faculty has decreased by 51 positions: 10 men and 41 women. In the same time period, the tenured faculty has increased by 35 persons: 50 men and 5 women. The situation at other schools is much less extreme but Figures 1 and 2 indicate that it is serious.

Few seem able to see the injustice in letting the same administrators who have discriminated against a woman evaluate her qualifications for tenure. Their discrimination also hinders her from qualifying for tenure by forcing her into the well-known "women's track" which includes assignment to jobs and courses no one wants or respects, while excluding her from the prestigious courses and policy-making committees. She may be denied tenure on the grounds that the work she has done is too menial. Since the criteria for tenure are generally vague, there are few cases so clearcut that the administrator cannot convince himself that the man is better qualified than the woman, and that this is of primary importance in this case. In these fine judgments, many people who do not intend to discriminate will nonetheless do so inadvertantly through long established habit. For example, in a case where the difference in favor of the woman is slight, an administrator would not be inclined to consider releasing a man with three children while giving tenure to a faculty wife. In the state universities, 51% of the men, 35% of the single women, and 16% of the married women are in the tenured ranks. Overall, 24% of the women are in these ranks.

There are far too few meaningful grievance procedures for sex discrimination cases. Most appeal procedures simply require the woman

to ask those who discriminated against her whether or not they did so. Of those few schools which have committees set up to consider sex discrimination complaints by individuals, the case for appointed committees is not good: Northern Illinois University has such a committee, and of those fired in Instructor-Professor ranks 60% were women, while only 23% of those hired full time in these ranks were women.

At Western Illinois University, the President's Committee on the Status of Women, after extensive research, recommended five faculty women for salary adjustment on the basis that there had been discrimination. All five cases were sent back by the president to the original evaluating bodies involved, the Committee on Professional Status, the Deans and the Departments. All refused to reconsider their original decisions. None of the women received adjustments on the basis of the committee's recommendations. And at Western Illinois University, that same year, 41% of those let go (16% of those full time in these ranks) were women. At Sangamon State, there was no reduction in faculty, but only 12% of those hired in these ranks were women. At Northeastern where an independent geup of women, the local branch of University and College Women of Illinois, hears discrimination cases and makes recommendations to the university, there were no firings, and the hiring in these ranks was 29% female.

Appendices

Table 1 (1971-72)

Full Time Teaching Faculties in the State Universities of Illinois

M-Male
F-Female
MF-Married Female
SF-Single Female

	Professor				Assoc. Prof.				Asst. Prof.				Instructor				Lecturer				Other				Totals			
	M	SF	MF	TF	M	SF	MF	TF	M	SF	MF	TF	M	SF	MF	TF	M	SF	MF	TF	M	SF	MF	TF	M	SF	MF	TF
Chgo St	34	3	5	8	32	4	5	9	75	11	31	42	10	3	17	20									151	21	58	79
EIU	100			18	84			14	154			38	32			25	0			1	5			3	375			99
Gov. St.													37	5	5	10									37	5	5	10
ISU	123	27	3	30	148	14	4	18	286	48	24	72	53	21	26	47	11	0	2	2	3	0	3	3	624	110	62	172
NEI	46	4	3	7	55	12	8	20	83	16	25	41	21	9	13	22	1	0	2	2	2	0	0	0	208	41	51	92
NIU	200	27	6	33	223	29	9	38	320	58	29	87	99	35	48	83	14	4	5	9	9	6	7	13	865	159	104	263
Sangamon	9	0	0	0	27	2	1	3	31	2	3	5													67	4	4	8
SIU-Car.	301	18	4	22	255	16	9	25	316	19	29	48	191	42	65	107	32	1	5	6	0	0	0	0	1095	96	112	208
SIU-Edw.	98			6	127			20	112			29	67			44	17			4	23			10	444			113
U of I Ch.	173			21	179			41	223			84	108			64	38			16	209			138	930			384
U of I Ur.	827	24	8	32	430	31	18	49	473	39	40	79	160	25	27	52	19	0	4	4	27	1	3	4	1936	120	100	220
WIU	105	12	0	12	112	6	3	9	269	34	35	69	74	29	33	62	2	0	3	3	16	5	5	10	578	86	69	155
TOTALS	2016	115	29	189	1672	114	57	246	2342	227	216	594	852	169	234	536	134	5	21	47	294	12	18	181	7310	642	565	1783

Note: Women are 19.6% of the total full time teaching faculties, 18.4% of the Instructor-Professors, 14.4% of professor-assistant professor, 10.6% of professor and associate professors, 8.6% of the professors.

Table 2 (1971-72)

SFT-Single Female Terminated
MFT-Married Female Terminated

Terminations and Full Time Hiring Compared with Full Time Teaching Faculty In the Ranks Instructor-Professor

SFH-Single Female Hired
MFH-Married Female Hired

	SFT	SF	MFT	MF	FT	F	MT	M	ISFT	ΣMFT	IFT	ΣMT	SFH	SF	MFH	MF	FH	F	MH	M	ISFH	ΣMFH	IFH	ΣMH
Chicago St.	0	21	2	58	2	79	4	151	0	7	2	3	0	21	6	58	6	79	19	151	0	10	8	13
Eastern					2	96	5	370			2	1					9	96	15	370			10	4
Governors	0	5	0	5	0	10	1	37	0	0	0	3	0	5	6	5	11	10	43	37	100	120	110	116
Illinois St.	12	110	19	57	31	167	50	610	11	33	19	8	15	110	15	57	30	167	74	610	14	26	18	12
Northeastern	0	41	0	49	0	90	0	205	0	0	0	0	1	41	3	49	4	90	10	205	2	6	4	5
Northern	6	149	3	92	9	241	6	828	4	3	4	1	9	149	6	92	15	241	49	828	6	7	6	6
Sangamon	0	4	0	4	0	8	0	67	0	0	0	0	6	4	1	4	7	8	59	67	150	25	87	88
Southern-Car.	4	95	19	107	23	202	37	1063	4	18	11	3	10	95	8	107	18	202	79	1063	10	7	9	7
Southern-Edw.	0		0		0	99	0	404	0	0	0	0					2	99	20	404			2	5
U of I Chgo.					11	364	33	929			3	4												
U of I Urb.	7	119	13	93	23	212	90	1890	6	14	11	5	6	119	10	93	16	212	54	1890	5	11	8	2
Western	7	81	0	61	7	142	10	560	9	0	5	2	4	81	7	61	11	142	58	560	5	11	8	10
TOTALS	36	625	56	526	108	1710	236	7114	6	11	6	3	56	625	62	526	129	1710	480	7114	9	12	8	7

Note: Because 2 universities with low hiring and firing rates, Chicago Circle and Eastern, did not report marital status, the overall figure for women is lower than would be indicated by the single and married rates. The point to note is that women are being fired at twice the rate of men, and married women at an even greater rate. At Illinois State, Southern at Carbondale, University of Illinois at Urbana, women are being fired faster than they are being hired. At Illinois State, Northern, Southern at Carbondale, University of Illinois at Urbana and Western women are being fired at substantially higher rates than men. At Chicago State and Southern at Edwardsville, they are being hired at substantially lower rates. As small as the proportion of women is in the upper ranks, the proportion of women hired in these ranks is even smaller. If the 3% turnover due to retirement is considered, this lowers the proportion of women 1% more while raising the proportion of men by 1%. Overall the relative situation of women seems to have dropped again.

Table 3

Institutions in Illinois with Nepotism Rules

No husbands and wives or no two from same family as a written rule:

College of DuPage
College of Lake County
Danville Junior College
Illinois Central College (but claims it is not enforced)
Kankakee Community College
Kaskaskia College
Parkland College
Rend Lake College (Hopes to change it)
Sauk Valley College
Shawnee College
Augustana College

No spouses in the same department:

Lewis and Clark College
Elmhurst College
Knox College

In addition, Robert Morris College replied "We try to avoid (nepotism)."

Table 4

Median Salary Differentials Between Men and Women Faculty of $1,000 per Year or More

College	Rank	Median male-median female
PRIVATE SENIOR		
Augustana	Professor	1,000
	Assoc. Professor	1,600
Columbia	one rank	4,200
Concordia	Professor	no women professors
	Assoc. Professor	1,500
	Asst. Professor	1,500
	Instructor	1,000
George Williams	Professor	1,800
Judson	Professor	no women professors
Knox	Professor	no women professors
	Asst. Professor	no women asst. professors
	Instructor	1,000
Lake Forest	Professor	1,750
Monmouth	Professor	1,300
	Assoc. Professor	1,000
Quincy	Professor	no women professors
Roosevelt	Professor	2,700
DePaul	Salaries not given	
University of Chicago	Salaries not given	
Northwestern	Questionnaire not returned	
Loyola	Professor	1,500
	Assoc. Professor	1,600
Illinois Inst. of Tech.	Professor	no women professors
	Assoc. Professor	1,300
	Asst. Professor	1,100

Table 4 (continued)

College	Rank	Median male-median female
PUBLIC SENIOR		
Chicago State	Professor	3,000
	Asst. Professor	1,000
Eastern	Less than 1,000 differential at all ranks	
Governors	One rank	2,500
Illinois State	Lecturer	1,400
Northeastern	Professor	1,400
Northern	Professor	1,200
	Assoc. Professor	1,100
	Lecturer	6,750
Sangamon	Professor	no women professors
Southern-Carbondale	Professor	1,600
	Instructor	1,000
	Lecturer	7,300
Southern-Edwardsville	Professor	1,000
	Lecturer	3,400
U of I-Chgo. Circle	Salaries not given	
U of I-Urbana	Professorr	2,800
	Assoc. Professor	1,300
	Asst. Professor	1,300
	Instructor	1,200
	Lecturer	1.400
Western	Assoc. Professor	1,000
PUBLIC JUNIOR COLLEGES		
Belleville Area	One rank	2,300
Black Hawk	Instructor	1,200
Southwest	Professor	1,700
	Instructor	2,300
DuPage	One rank, 9 mo. appt.	1,000
	One rank,12 mo. appt.	3,000

Table 4 (continued)

College	Rank	Median male-median female
Danville	One rank	1,500
Joliet	One rank	1,900 (By schedule)
Lake Lank	One rank	2,000
Lewis and Clark	Professor	no women professors
McHenry County	Assoc. Professor Instructor	no women assoc. professors 1,300
Morton	Salaries not given	
Oakton Community	Assoc.Professor Asst. Professor	no women assoc. professors 1,000
Parkland	Salaries not given	
Prairie State	One rank	6,100
Rock Valley	One rank	1,800
Shawnee	One rank	1,900
Spoon River	No salaries given	
William Rainey Harper	Professor Assoc. Professor	no women professors 2,000

Table 5

Percentages of Women Holding Administrative Positions in Private and Public Colleges and Universities in Illinois

State Senior	Total % in Admin.*	Departments Chaired by Women
Chicago State	17%	(6) Modern Languages, Home Ec., Art, Bio. Science, Nursing, Library Science
Eastern Illinois	17%	(3) Library Science, Home Ec., PE for Women
Governors State	5%	None
Illinois State	9%	(3) PE for Women, Home Ec., Professional Lab Experiences
Northeastern	30%	(5) Political Science and Economics, Sociology, Early Childhood Education, Educational Foundations, Guidance and Counselor Education
Sangamon	10%	None
Southern Illinois-Carbon.	4%	(4) PE for Women, Home Ec., Clothing and Textiles, Family Economics and Management
Southern Illinois-Edw.	10%	(1) Sociology
University of Illinois Chicago Circle	not given	None
University of Illinois Urbana	4%	(1) Home Ec.
Western Illinois	17%	(3) Elementary Education, Home Ed., PE for Women

Private Senior		Departments Chaired by Women
Augustana	8%	None
Concordia	3%	None
Knox	8%	None
Lake Forest	5%	None
Monmouth	13%	(1) Classics

Table 5 (continued)

Private Senior	Total % in Admin.*	Departments Chaired by Women
Quincy	11%	(1) Biology
Illinois Institute of Technology	5%	None
University of Chicago	11%	(2) Classics, Sociology
Northwestern	Questionnaire not returned	

Public Junior		Departments Chaired by Women
Belleville Area	5%	(1) English
College of DuPage	3%	None
Joliet	18%	(4) Nursing, Ed. Psych., Home Ec., PE for Women
Kaskaska	12%	(2) Letters, Library
Lake Land	8%	(3) Health Education, PE for Women, Practical Nursing
Oakton Community	14%	None
Parkland	15%	(1) Div. of Humanities
Prairie State	18%	(5) Gen. Studies, Child development, English Nursing, Dental Hygiene
Rock Valley	10%	(1) Nursing
Southwest	(Woman Pres)33%	(4) Arts, Humanities, Foreign Lanugages Social Science
Waubonsee Community	11%	(1) Nursing
William Rainey Harper	9%	None

*This percentage includes executive assistants, administrative aides, etc.

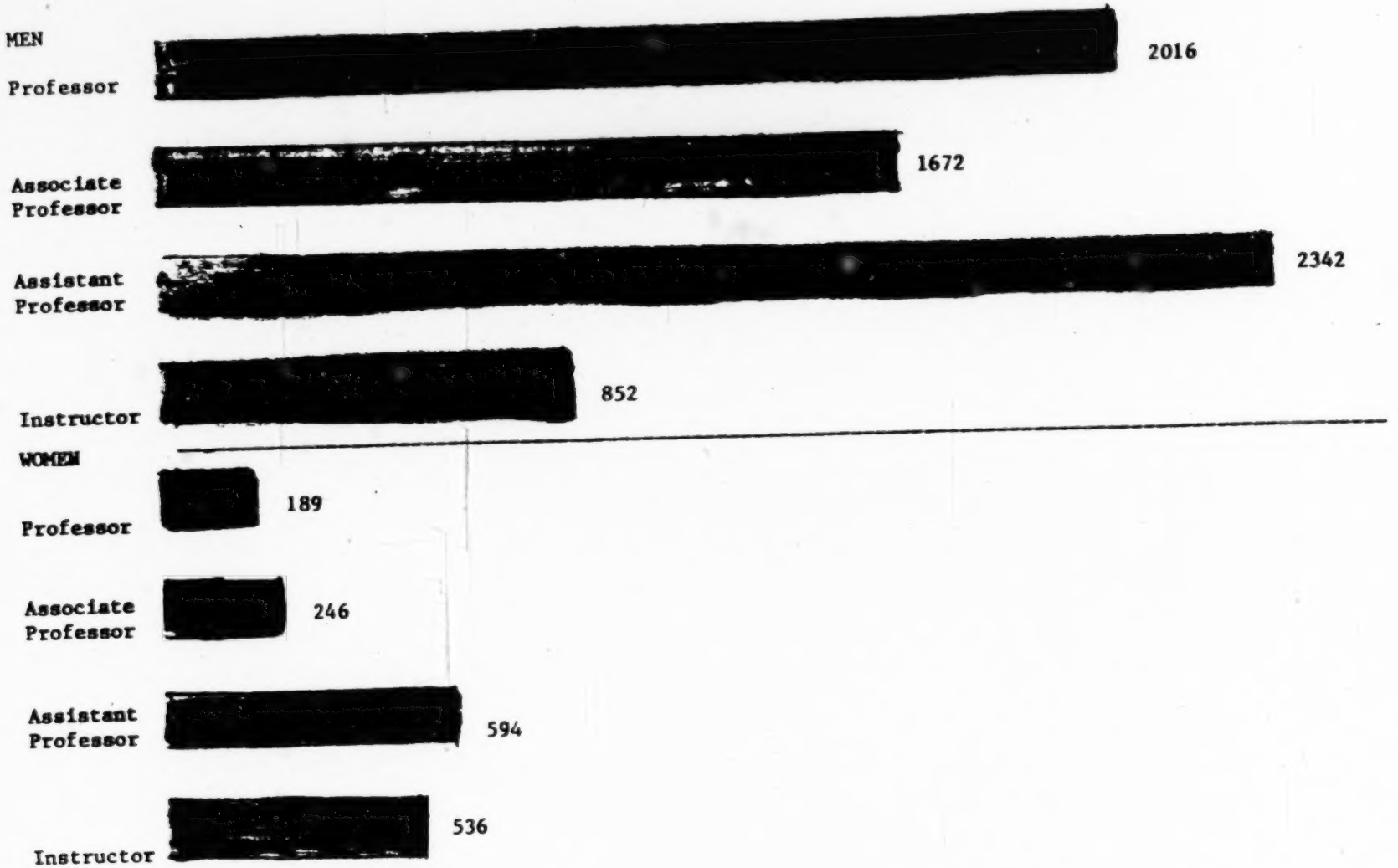

Figure 1

Full time Faculties at State Universities
In Illinois, 1971-72

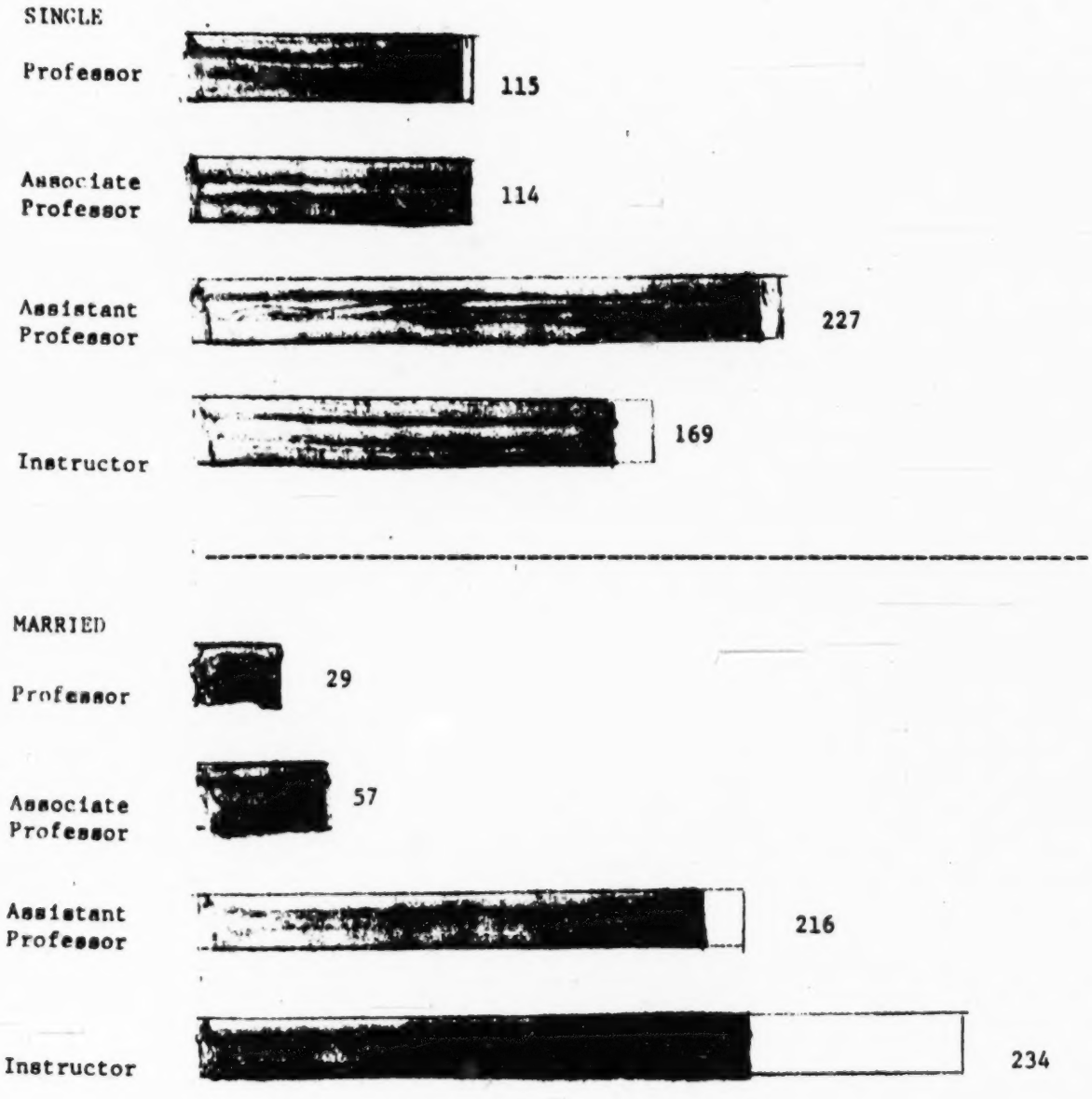

Figure 2

Relative Positions of Single and Married Women
In State Universities

Key: full time solid; part time clear

STATUS REPORT OF CIVIL SERVICE WOMEN

AT

NORTHERN ILLINOIS UNIVERSITY

by

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Submitted to

Illinois Commission on the Status of Women
Senator Esther Saperstein, Chairman

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The Civil Service women at Northern Illinois University have no organization and no systematic means of communication with each other. There have been attempts in the past to get the clerical/secretarial women to join the union which is already on campus. However, to date, only 12 women have joined. Women seem to be very reluctant to join unions; they view it as a last resort. Many are afraid to jeopardize their jobs and many are simply leery of unions. After all, unions are responsible for supporting and perpetuating lower salary scales for women. This may change, however, as they begin to view women's rights as a great potential for union expansion.

Despite this present lack of organization, many women in Civil Service are beginning to realize what great discrepancies exist between salaries of men and women and to feel the need for some organized pressure to change their situation.

The proportion of men to women in each classification does not tell us much because, in general, the classifications are sex oriented. A quick perusal of the staff directory indicates that women are usually hired for certain positions and men for certain others. For example, a "cook's helper" is always a woman; whereas, a "kitchen laborer" is always a man. The woman's salary range is $2.50 to $2.80/hour, while the man starts at $2.98/hr. (18¢ above her maximum) and goes up to $3.28 after a six months' probationary period. Yet both are common laborers in the kitchen with responsibilities of similar difficulty. Both must pass a food handler's examination plus have a simple skill. The cook's helper must have a "knowledge of food terms and methods of preparing foods;" whereas, the kitchen laborer must have a "knowledge of operation and use of simple cleaning solutions and equipment." Yet his salary is $83/month above hers at all levels of equal experience. In fact, the programs which hire physically

and emotionally handicapped young men place them as kitchen ~~helpers~~ laborers. When a food manager was asked why they were not hired as cook's helpers, he answered simply, "Because they would not earn as much." Actually, they are not capable of doing what the women do as cook's helpers.

In the clerical/secretarial classifications, a woman administrative clerk may perform similar functions and responsibilities to a male administrative assistant in another department. Or if she leaves, she might be replaced by a man at the higher classification. Her salary range will be $480/month to $700 maximum after five or six years on the job; whereas, he will start at $725/month and advance to $1085 maximum.

As you can see, the women's salaries top out below the level where the men's salaries begin. I should add, however, that in recent months at least two women have been appointed administrative assistants, so perhaps this will start a trend.

Another hopeful note is that the pay differential between janitors and janitresses was eliminated recently. There is no longer a distinction between light duty and heavy duty work. All are now classified as "building service workers" and all receive the same pay. I hear that the men are complaining greatly. I have been told, however, by one foreman that the women are actually better workers. It should also be noted that there are 171 men employed as building service workers and only 25 women, so their jobs are not exactly in jeopardy for this reason.

There is a grievance procedure set forth in the Civil Service manual. I have no comment about its effectiveness because I am not familiar with its use. I was told by a personnel officer that a few women have come to him with complaints of sex discrimination. When he asked them to put it in writing, which would be necessary for a follow-up, he did not hear from them again. Only

one case, which was a minority situation as well, reached the stage of sitting down with a union representative and the personnel officer. The problem was resolved at that level and no further grievance was necessary.

Adjustments of titles and salaries of Civil Service women commensurate with their duties and responsibilities is definitely a problem. With recent experience in this area, I can say, however, that the real problem is the salary schedule itself. No matter how much responsibility a woman clerk may have, nor where she is reclassified, she probably never will earn as much as a janitor or a grounds worker--who happen to be at the bottom of the line for men. Or if she is in a top position, she might catch up with him after five or six years on the job.

A study of the salary range, the minimum qualifications, and the responsibilities of the clerical/secretarial classes as compared to the grounds classifications or the building services is very revealing. Altogether there are 69 clerical/secretarial classifications listed in the Personnel Office print-out. Of these, only seven do not require a minimum of high school graduation. They do, however, require some special skill or training; i.e., mathematical aptitude or manual dexterity or practical nurse training. Then there are six positions which require one to four years of college or equivalent. That leaves 56 classifications which require a minimum of high school graduation plus one to five years of experience and/or special training.

Of these 69 clerical classifications, only the top five positions start as high as a janitor or a grounds worker's salary. And the qualifications of a grounds worker? They are quote,"No minimum qualifications." A grounds worker is, of course, at the bottom of the line of the grounds crew.

There are 21 more clerical positions which can eventually catch up to the grounds workers and janitors after five or six years on the job. That leaves 43 clerical classifications which can never catch up to the salary of a common

laborer who is a male.

Incidentally, a registered nurse is included in the clerical/secretarial class rather than professional/semi-professional. I do not know why. She is one of the highest paid in this class, of course, yet she starts only 25¢/hour above a janitor or grounds worker. But after a six months' probationery period, he goes directly to $3.74/hour thus earning 2¢/hour more than she.

I do not wish to imply that janitors and grounds workers are overpaid; they are still under the national average. I am merely pointing out that women in much more responsible positions requiring more education, several years of experience and supervisory ability should be worth more, yet in fact, they are ~~valued~~ paid much less.

When one compares the promotional line of typing clerks, grounds services and custodial services, for example, one can see the parallels of minimum qualifications, salaries, and responsibilities. (See enclosed table and Civil Service specifications.) In every instance the male dominated grounds and custodial services employees earn from 33- 70% more than the women. The only determining factor for this discrepancy is the difference of sex.

This study should be continued in greater detail. However, it would appear that the Civil Service salary schedule is not complying with the Equal Employment Opportunity of the Civil Rights Act of 1964. Sex discrimination is written into the system very clearly. If equality means anything, it must mean equal pay for equal responsibility, equal minimum qualifications, equal training and experience regardless of the sex of the employee.

A COMPARISON OF PROMOTIONAL LINES OF THREE CIVIL SERVICE GROUPS
Minimum Qualifications and Salary Ranges

CLERICAL CLASS	GROUNDS SERVICES	CUSTODIAL SERVICES
Typing Clerk I	Grounds Worker	Building Service Worker
high school grad + skill	no minimum qualifications	pass physical exam
$2.09/hr ($362/mo) - 3.13 (542) after 5-6 yrs.	$3.44/hr ($596/mo) - 3.74 (648) after 6 mo.	$3.44/hr ($596/mo)- 3.74 (648) after 6 mo.
Typing Clerk II	Ass't Grounds Gardener	
hi school + 1 yr exper/ training	1 yr experience	
$2.20/hr (381) - 3.28 (568) after 5-6 yrs.	$3.60/hr (624) 3.90 (676) after 6 mo.	
Typing Clerk III	Grounds Gardener	
hi school + 2 yrs exper/ training	2 yrs experience	
$2.41/hr (417) - 3.61 (625)	$3.54/hr (613) - 5.30 (918)	
Chief Clerk	Sub-Foremen, Grounds	Sub-Foreman, Bldg Serv
hi school + 3 yrs exper/ training	3 yrs experience	2 yrs experience
$2.78/hr (481) - 4.16 (721)	$3.70/hr (641)- 4.00 (693)	$3.90/hr (676)- 5.84 (1012)
Administrative Clerk	Foreman, Grounds	Foreman, Bldg Services
hi school + 5 yrs exper/ training	4 yrs experience	3 years experience
$2.77/hr (480) - 4.04 (700)	$4.08/hr (708) 6.12 (1062)	$4.08/hr (708) 6.12 (1062)

SURVEY OF ILLINOIS' COLLEGES AND UNIVERSITIES
ILLINOIS COMMISSION ON THE STATUS OF WOMEN
Committee on Education

Name of College or University_____

_____

1. Does your institution have a committee or task force whose primary responsibility is the investigation of discrimination against women? If so, would you please explain:

_____

_____

(a) how its membership is constituted

appointed?_____ (by whom?)_____

elected?_____ (by whom?)_____

(b) how often does it meet?_____

(c) what tasks it currently is undertaking?

_____

_____

_____

(d) Please give name and address of the chairperson.

_____

2. In addition to the committees ordinarily designated to handle appeals regarding salary, promotion, and tenure, is there any group <u>especially designated</u> to handle individual complaints <u>based on sex</u>? If so, please explain.

_____

_____

_____

_____

3. Does your institution have a policy or practice of not employing more than one member of a family on the faculty at the same time?

Yes_____ No _____

Please attach or transcribe here the policy or practice.

_____

_____

_____

_____

_____

4. (Answer only if you have a doctoral program at your institution.) Do you presently offer pre and/or post-doctoral fellowships to specifically encourage women to re-enter their professions after a period of separation from the academic community? Yes___ No___ Please attach or transcribe here the policy or practice.

_____

_____

_____

_____

_____

5. Do you have any uniform procedures for the granting of maternity leave to faculty members? If yes, please describe. If no, who makes the decision in each case?

_____

_____

_____

6. How many weeks of absence may a faculty member be granted before and after the birth of a child at her discretion?

_____

_____

If there is a fixed time for maternity leave, note here._____

_____

7. Does such leave time accrue against total available sick leave days?

8. What proportion of regular salary and benefits are paid during this time?

9. Is a pregnant woman <u>required</u> to take leave of any type? If yes, describe.

10. Does maternity leave in any way affect the tenured rank, promotion, teaching assignments, fringe benefits, salary, or time accrued toward tenure of the woman upon her return to the faculty? Explain.

11. Does maternity leave in any way affect the non-tenured position, teaching assignments, fringe benefits, salary, or time accrued toward tenure of the woman upon her return to the faculty? Explain.

12. May a male faculty member take leave of any type at the time of the birth of his child? (If yes, please describe the policy.)

13. May a tenured faculty member receive a parental leave of absence without pay for a semester or a year without affecting items mentioned in #10? Explain.

_____

_____

_____

14. May a non-tenured faculty member receive a parental leave of absence without pay for a semester or a year without affecting items mentioned in #11? Explain.

_____

_____

_____

15. TEACHING FACULTY CONTRACTS NOT BEING RENEWED AT THE DIRECTION OF THE COLLEGE/UNIVERSITY FOR 1972-1973

Title	No. of Males	No. of Females		% of Females
		Single	Married	
Professor				
Assoc. Prof.				
Ass't. Prof.				
Instructors				
Lecturers				
Other				
Total number				

16. FULL-TIME TEACHING FACULTY

Title	1970-71 No. of Males	1970-71 No. of Females Single	1970-71 No. of Females Married	1970-71 % Female	1971-72 No. of Males	1971-72 No. of Females Single	1971-72 No. of Females Married	1971-72 % Female
Professor								
Assoc. Prof.								
Ass't. Prof.								
Instructors								
Lecturers								
Other								
Total No.								

17. PART-TIME TEACHING FACULTY

Title	1970-71 No. of Males	1970-71 No. of Females Single	1970-71 No. of Females Married	1970-71 % Female	1971-72 No. of Males	1971-72 No. of Females Single	1971-72 No. of Females Married	1971-72 % Female
Professor								
Assoc. Prof.								
Ass't. Prof.								
Instructors								
Lecturers								
Other								
Total No.								

18. ADMINISTRATION

Title	1970-71 No. of Males	1970-71 No. of Females Single	1970-71 No. of Females Married	1970-71 % Female	1971-72 No. of Males	1971-72 No. of Females Single	1971-72 No. of Females Married	1971-72 % Female
President								
Vice. Pres.								
Ass't. Pres.								
Dean'Schls.								
Dean'Studs.								
Other Deans Assoc.,Ass't.								
Admin. Ass't.								
Directors								
Assoc. Dirs.								
Ass't. Dirs.								
Registrar								
Assoc. Reg'r.								
Supervisor								
Dept. Chairpersons								
Total No.								

19. Please name those departments chaired by women.

_____ _____ _____

_____ _____ _____

22. STUDENT ENROLLMENT 1972

Name of School/College	Graduate		Undergraduate	
	Male	Female	Male	Female
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				
11.				
12.				

23.

Do you have an official, administrative approved or appointed person or group in charge of affirmative action for your institution?

Yes_____ No_____

If so, please give name, title, and address of person in charge or if a committee, the chairperson.

_____

_____

20. **FACULTY SALARIES FOR 1971-72**

Title	Male			Female		
	Mean	Median	Range	Mean	Median	Range
Professor						
Assoc. Prof.						
Ass't. Prof.						
Instructors						
Lecturers						
Other						

21. NEW FACULTY FOR 1972-73 (As of this date)

Title	No. of Males		No. of Females				% Female
			Single		Married		
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	
Professors							
Assoc. Prof.							
Ass't. Prof.							
Instructors							
Lecturers							
Other							
Total No.							

Is this person/committee empowered to work for all minorities or only women? Please explain.

_____

_____

_____

_____

If a committee, how many members has it? _____

How were they selected?

_____

_____

_____

_____

What groups do they represent?

_____

_____

_____

_____

_____

_____

Name and Title of Person Filling Out Questionnaire:

_____

_____